

Command and General Staff College



Faculty and Staff Development Division



Our mission

- **develop** and certify faculty members
- **provide educational services** across

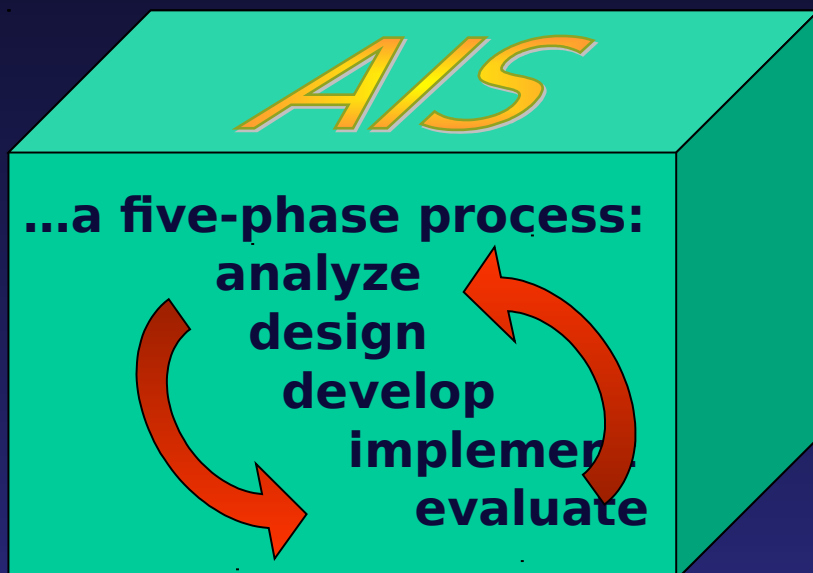
the

Accountable Instructional System (AIS)



Foundations

Accountable Instructional System



Our foundation for --

... developing curriculum

... developing faculty

... managing change



CGSC Faculty Development Job Aid

Purpose: Overview of the CGSC Faculty Development Program
Proponent: Faculty and Staff Development Division (FSD)
References: TRADOC Reg. 350-70; CGSC Bulletin No. 7
Note: This job aid is not a substitute for regulation and policy. For specific details see the references above.

FDP 1 + FDP 2 = "5K"
"Qualified Instructor"
(See FSD Job Aid, JA-1)

FDP 1

❖ **Focus:** Learning

- Principles of adult learning
- Personal educational philosophy
- Experiential Learning Model
- Learning Styles theory
- Critical reasoning & creative thinking

Proponent: FSD
(Course managed through ATRRS)

CGSC Orientation
Proponent: G-1

FDP 2

❖ **Lesson Implementation Workshops**

- Initial & continuing
- Course specific - blends content & methodology
- Teaching team integration

Proponent: School/Department/ Team
(Course managed locally)

❖ **ILE Workshops**

- Collaborative Learning Groups
- Assessment of Learning
- Critical Reasoning

Proponent: FSD
(Course managed locally)

FDP 1 & 2 required to teach at CGSC
(See FSD Job Aid, JA-3)

FDP 3

❖ **Focus:** Curriculum Change Management

- Accountable Instructional System
- Lesson/Course Authors
- Open to all faculty
- Required to author or revise courseware

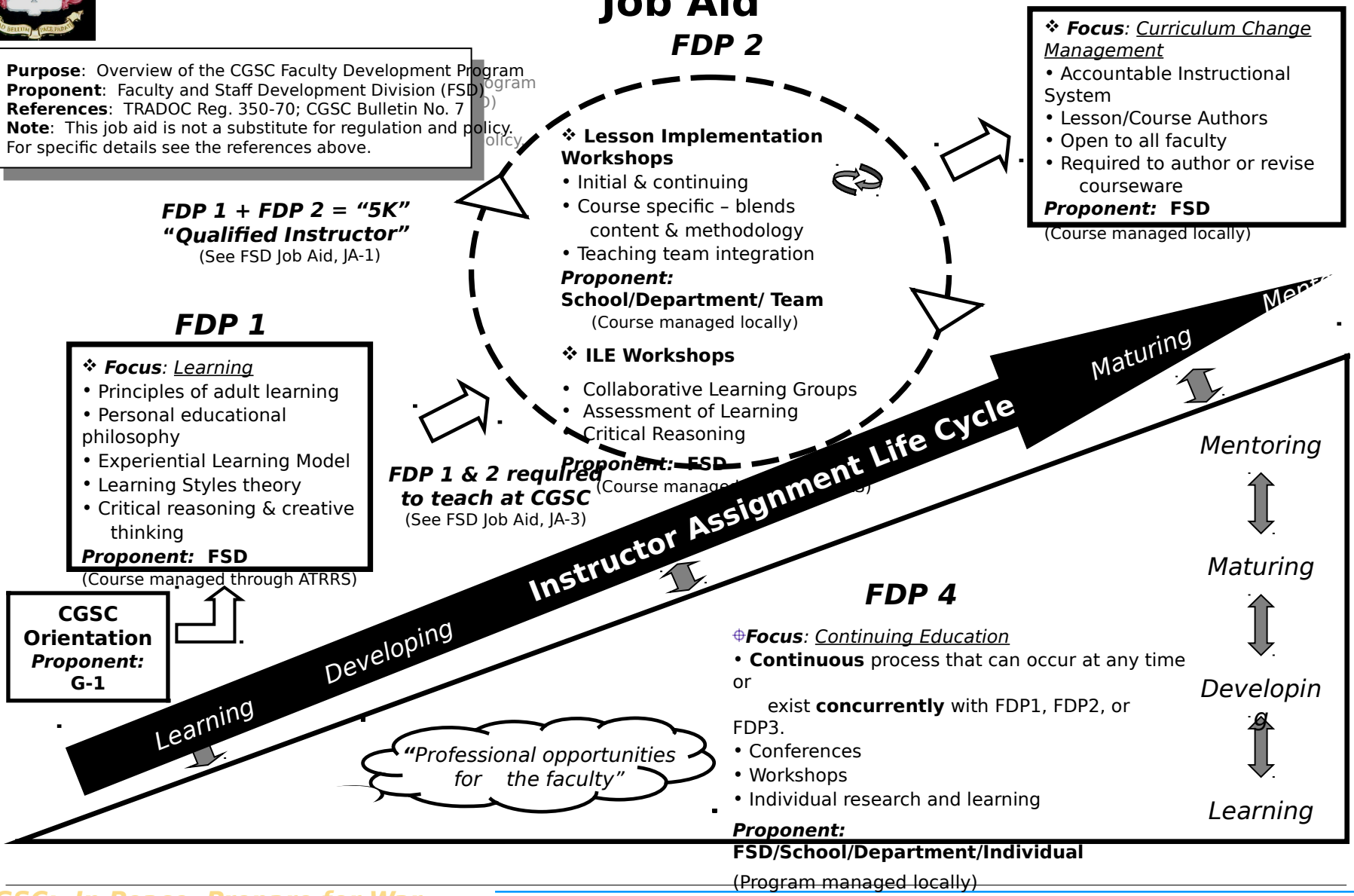
Proponent: FSD
(Course managed locally)

FDP 4

❖ **Focus:** Continuing Education

- **Continuous** process that can occur at any time or exist **concurrently** with FDP1, FDP2, or FDP3.
- Conferences
- Workshops
- Individual research and learning

Proponent: FSD/School/Department/Individual
(Program managed locally)





Foundations

Faculty Development

Four phases --



1. Instructor development
2. Course-specific development
3. Course Author development
4. Continuing education



Faculty Development Phase 1

- **Five-day, 40-hour course that prepares instructors to teach in an adult learning environment using the experiential learning methodology.**
- **Faculty practice managing the adult learning environment. This includes observation, intervention, and facilitation skills for the purpose of improving student learning. Feedback from peers, facilitators and adjunct faculty is an important formative assessment tool.**
 - ✓ *A required course for teaching within CGSC (resident and nonresident)*
 - ✓ *Leads to award of 5K skill identifier*



Faculty Development Phase 1

Best Practices

- Facilitators model experiential learning methodology.
- CGSC Teaching Faculty serve as adjunct facilitators.
- CGSC Teaching Faculty assist in coaching new faculty in preparation for their 2 required teaching practicum.
- CGSC Teaching Faculty members assess the two required teaching practicum and provide feedback.
- AFDP1 - 3 day course over 3 years.

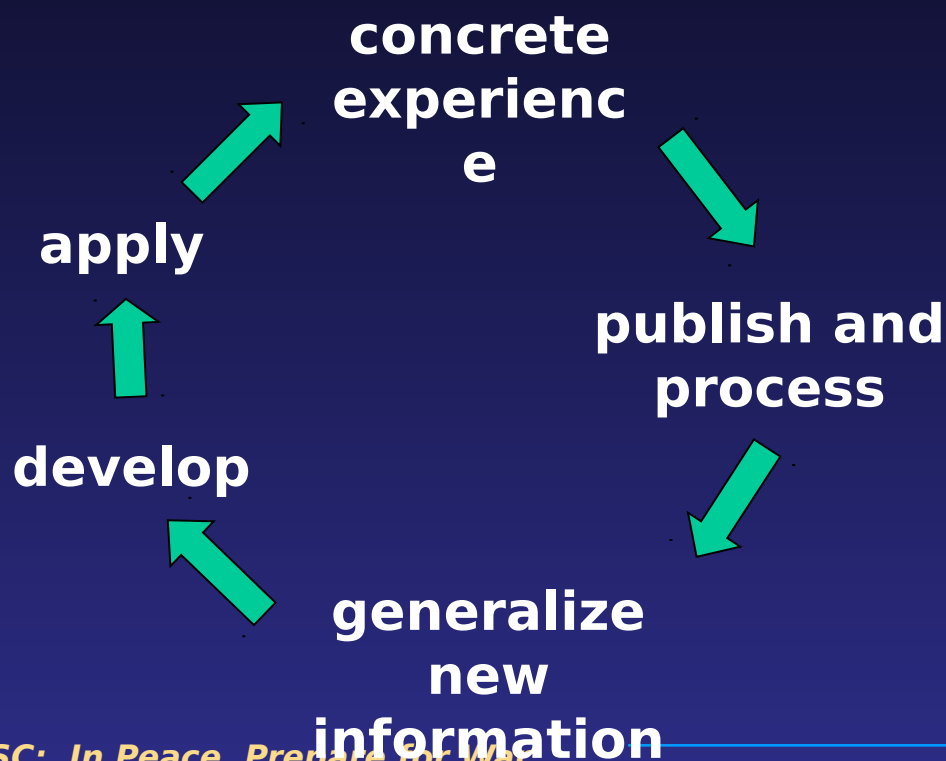
✓ *Faculty Development is a partnership and all of us are responsible for improving teaching and learning.*



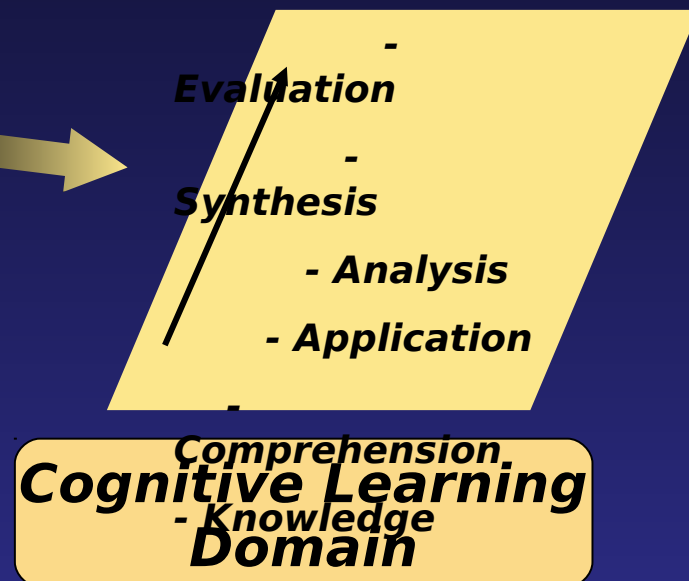
Foundations

Methodology

Experiential Learning . . .



- for higher levels of learning
- for learning that lasts





Faculty Development Phase 2

- 1. ILE Foundational Workshops.**
- 2. Course and content-specific study and practice. Individual schools and teaching departments train, coach, and observe instructors as they develop competence and fluency in assigned courseware and subject-matter areas during six-month internship.**





Faculty Development Phase 2

Best Practices

- **ILE Foundational Workshops address topics critical to successful implementation of the College curriculum**
 - **Introduction to the ILE curriculum**
 - **Outlines faculty competencies**
 - **Collaborative learning groups**
 - **Critical reasoning/Creative thinking**
 - **Assessment of learning**

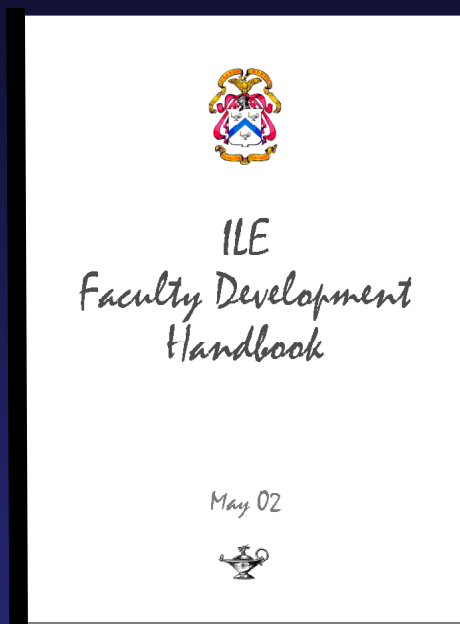
✓ Workshops designed and implemented by Faculty and Staff Development Division

✓ All faculty are required to attend these workshops



Faculty Development Phase 2

- **ILE Faculty Development—A competency-based model**



**with
Four Competency Clusters:**

- 1. Instructional Methodology Cluster**
- 2. Curriculum Content Cluster**
- 3. Institutional Orientation Cluster**
- 4. Technology and Information Cluster**



Faculty Development Phase 2

Best Practices

- **Lesson Implementation Workshops**
 - Faculty members discuss methodology for presenting curriculum content.
 - Designed to instruct faculty on “how to” implement the lesson plans authored, implemented, scheduled and delivered by teaching teams and TA
 - Review and I curriculum.

✓ *Each department, school, team, or battalion schedules and delivers these workshop sessions*

✓ *New faculty are coached/mentored by experienced faculty*

✓ *Attendance in FDP2 may be recurring based on curriculum changes*



Faculty Development Phase 3

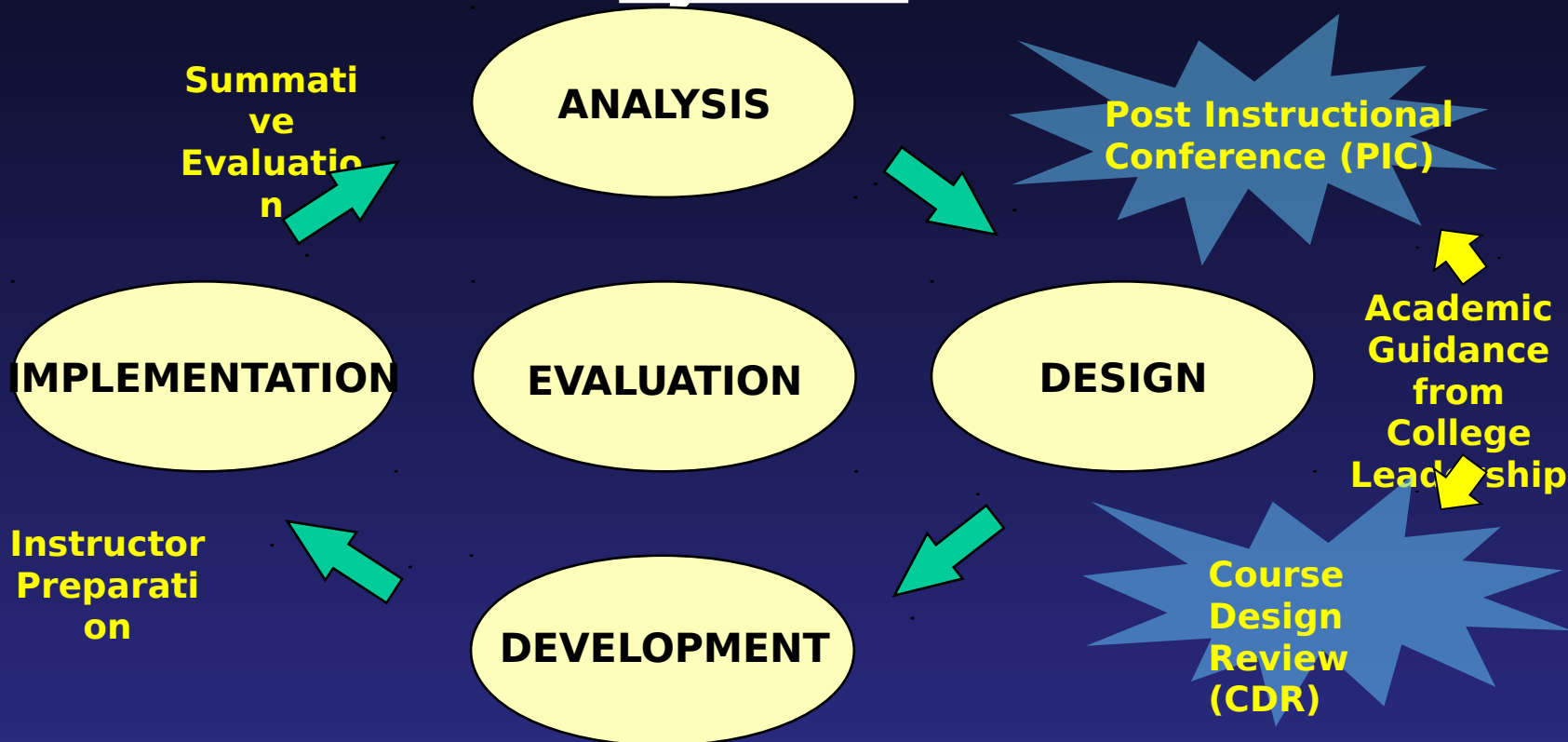
- Provides a course/lesson author with the skills necessary to produce and manage a course or lesson.
- Instructors develop and coordinate products for each of the five phases of the Accountable Instructional System (analysis, development, implementation, evaluation, and maintenance).
- This course facilitates standardization in the CGSC curricula.





Foundations

Managing Change: The Accountable Instructional System





- Introduces course/lesson authors to the CGSC (AIS) process.
- Classes composed of course/lesson authors representing various departments; this diversity builds a collaborative, interdisciplinary, college-wide author community.
- Participants develop a lesson (hands-on, discovery, experiential learning).
- Checklists and five one-on-one tutorial sessions anchored to each phase of the AIS.
- Products include AIS Lesson Plan, Lesson Plan, and Lesson Plan.
- FDP3 instructors *✓ Required of all assigned course/lesson authors*

✓ Required of all assigned course/lesson authors

✓ **Participants develop and coordinate products for all five phases of the AIS**



Faculty Development Phase 4

- Continuing education and developmental opportunities for CGSC staff and faculty members.

Recent examples:

- **BG Faizi, Afghan National Army**
- **Imam Qazwini, Director of Islamic Center of America**
- **Dr. Connell (Cultural Awareness Workshop, Interlink Consulting Services)**
- **Sabbatical Program**
- **Myers-Briggs Type Indicator qualifying course**
- **Professor Bruce Scott, (Harvard Business School)- Case Studies, Georgetown University**
- **Dr. Raymond Wlodkowski, A Cultural and Biological Understanding of Adult Motivation to Learn**
- **Dr. Stephen Brookfield- Reflective Teaching**
- **Dr. Larry Daloiz- Mentoring and its impact on transformative**





Faculty Development Phase 4

Best Practices

- **Includes partnerships with the University of Kansas, Kansas State University, and various cooperative degree programs.**
- **Provides continuing and current professional development for the faculty.**
- **Supports faculty maintaining currency.**
- **Provides a forum for faculty to engage in professional discussions.**
- **Supports faculty Individual Development Plans.**

✓ Faculty and Staff Development Division, schools, and departments collaborate in offering a full menu of these continuing professional development opportunities



Educational Services

FSD provides a range of educational services –

- **Communicative Skills –**
 - Writing Assessment Workshop for faculty
 - Training, coaching, and tutorials for the College and Army agencies.
- **Educational Research –**
 - Short- and long-term studies
- **Performance Improvement –**
 - Individual and organizational interventions

to support Individual Development



Faculty and Staff Development Division

FSD is the organization which supports the faculty and students of CGSC.

- **Educating, developing, and maintaining excellence of all faculty members at CGSC schools.**
- **Providing a range of educational services to faculty, students, and organizations.**



CGSC Educates and Develops Leaders of Today for Service to the Nation Tomorrow



CGSC: In Peace, Prepare for War